

IX. NEW BUSINESS

B. State Librarian Merit / CEC Consideration

As described in Board Document 08-27, current year salary savings from vacant positions are being distributed to staff as short term merit, and appropriated CEC (change in employee compensation) funds will be distributed to staff as permanent merit increases beginning with the first pay period in FY2009.

Board approval is needed to include the State Librarian in any temporary and/or permanent merit increase.

Suggested motion: I move that the State Librarian receive \$_____ in short term merit, and/or a \$_____ bonus, and/or a permanent ____% merit increase effective _____.

MSC _____

Idaho does not establish a market rate of pay for exempt positions, so there is no compa-ratio for the state librarian position.

The following table is a summary of data from the 2006 and 2007 COSLA (Chief Officers of State Library Agencies) Salary Surveys that offers several possible peer groups for comparison: the average of

- all 50 state librarian salaries,
- those appointed in 2004 through 2006,
- those in the Western census region, or
- those in the Mountain census district.

Crystal Moerles, our HR Associate, has reviewed these figures, so if you have questions please feel free to contact either me or Crystal (crystal.moerles@libraries.idaho.gov or 334-2150 x104).

COSLA SALARY SURVEYS	2006	SPRING 2007	FALL 2007
Idaho salary	\$87,150	\$87,150	\$91,083
COSLA members	(50)	(50)	(50)
• Average	\$92,503	\$96,936	\$99,960
• Idaho % of AV	0.94	0.90	0.91
COSLA By Appointment Date: 2004 - 06	(21)	(21)	(20)
• Average	\$90,046	\$94,275	\$99,482
• Idaho % of AV	0.97	0.92	0.92
COSLA By Region: West	(13)	(13)	(13)
• Average	\$93,667	\$99,795	\$104,845
• Idaho % of AV	0.93	0.87	0.87
COSLA By District: Mountain	(8)	(8)	(8)
• Average	\$87,387	\$94,421	\$95,488
• Idaho % of AV	0.997	0.92	0.95